

## IBEW SCU-8 PPO Not to Exceed Schedule

(Any design changes applicable to pre-65 enterprise retirees under the Duke Energy Retiree Medical Plan Standard PPO Option and Standard Out-of-Area Option also will apply to bargaining unit employees represented by the IBEW SCU-8 who retire during the term of the MOA and participate in the applicable option, but will be subject to the following Not to Exceed Caps)

Plan Highlights	2016-2017 Standard PPO Option Standard Out-of-Area** Option		Not to Exceed Caps * Standard PPO Option Standard Out-of-Area** Option	
	<i>In-Network</i>	<i>Out -of-Network</i>	<i>In-Network</i>	<i>Out -of-Network</i>
<b>Co-insurance</b> (plan pays)	80%	60%	80%	60%
<b>Individual/Family Deductible</b>	\$800/\$2,400	\$1,000/\$3,000	\$1,000/\$2,000	\$2500/\$5000
<b>Individual/Family OOP Max</b> (includes deductible)	\$3,300/\$7,400	\$6,000/\$10,000	\$4,000/\$8,000	\$8000/\$14000
<b>Preventive Care</b>	\$0	Deductible/ Co-insurance	\$0	Deductible/ Co-insurance
<b>Office Visit (Primary)</b>	\$40	Deductible/ Co-insurance	\$40 or subject to Deductible/Co- insurance	Deductible/ Co-insurance
<b>Office Visit (Specialist)</b>	\$50	Deductible/ Co-insurance	\$50 or subject to Deductible/co- insurance	Deductible/ Co-insurance
<b>Inpatient Admission</b> (Precertification required)	Deductible/ Co-insurance	Deductible/ Co-insurance	Deductible/ Co-insurance	Deductible/ Co-insurance
<b>Emergency Room</b>	\$150	\$150	\$250 or subject to Deductible/Co- insurance	\$250 or subject to Deductible/Co- insurance
<b>Urgent Care</b>	\$50	\$50	\$60 or subject to Deductible/Co- insurance	\$60 or subject to Deductible/Co- insurance
<b>PRESCRIPTION DRUG COVERAGE</b>				
<b>Individual/Family Prescription OOP Max</b>	\$2,000/\$4,000		\$2500/\$5000	
<b>Preventive Medications</b> (you pay)	Same as 30-day & 90-day pricing shown below		Same as 30-day & 90-day pricing shown below	
<b>30-day supply</b> (you pay): • Generic • Preferred Brand • Non-preferred Brand	<ul style="list-style-type: none"> <li>• Lower of \$10 or cost of medication</li> <li>• 25% up to \$50</li> <li>• 50% up to \$100</li> </ul>	Full cost at point of sale	<ul style="list-style-type: none"> <li>• Lower of \$15 or cost of medication</li> <li>• 25% up to \$65</li> <li>• 50% up to \$200</li> </ul>	Full cost at point of sale
<b>90-day supply</b> (you pay): • Generic • Preferred Brand • Non-preferred Brand	<ul style="list-style-type: none"> <li>• Lower of \$25 or cost of medication</li> <li>• 25% up to \$125</li> </ul>	N/A	<ul style="list-style-type: none"> <li>• Lower of \$30 or cost of medication</li> <li>• 25% up to</li> </ul>	N/A

	<ul style="list-style-type: none"> <li>• 50% up to \$250</li> </ul>		<ul style="list-style-type: none"> <li>• 50% up to \$400</li> </ul>	
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OOP = Out-of-Pocket

\*Not to exceed caps for the years 2018 - 2020

\*\*The Out-of-Area Option plan design is the In-Network benefit of the Standard PPO Option, regardless of whether or not a provider participates in the network